

## Change management: An example project

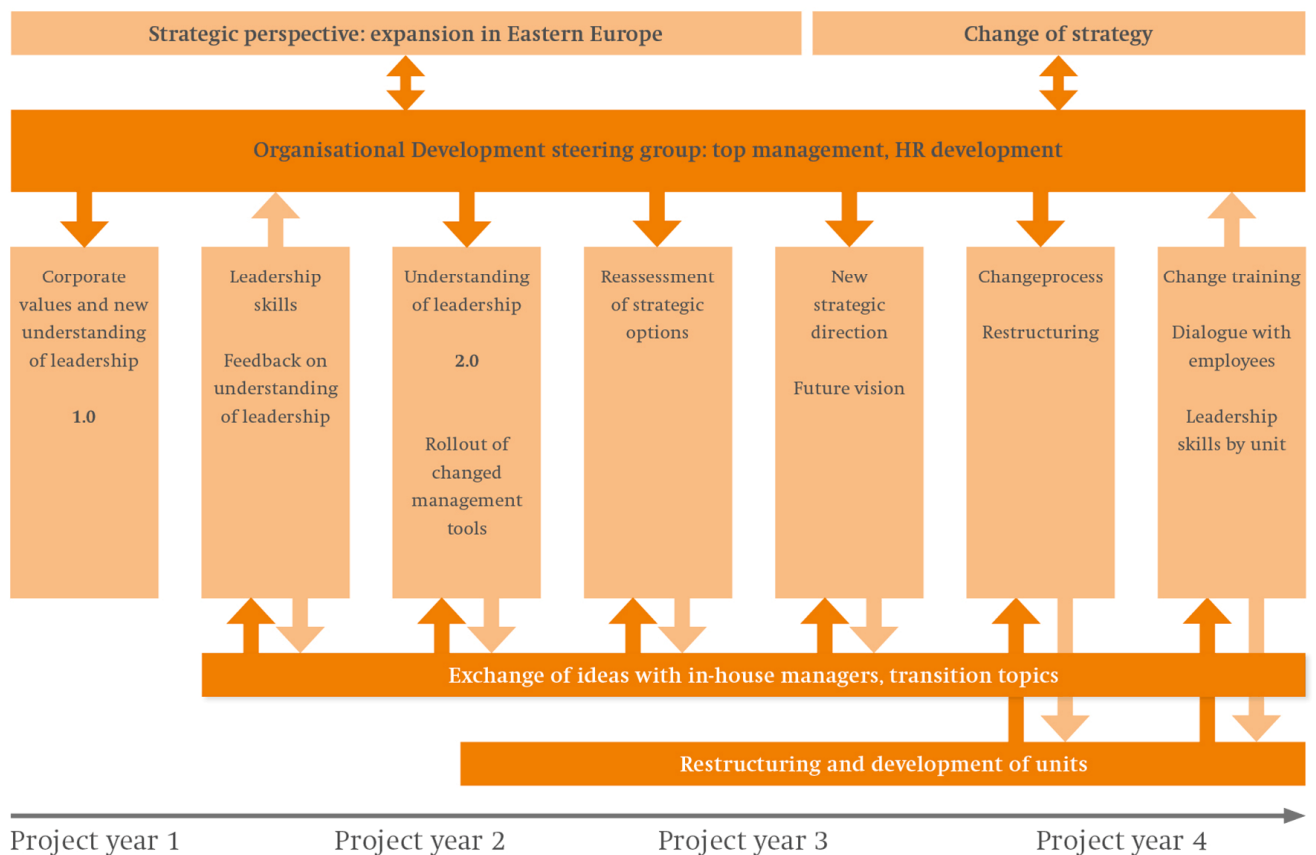
A project development company with 3,000 employees engages Process One Consulting to design an organizational development project to support its strategic redirection.

### Scope

All 280 managers from the first two levels are involved in the project.

### Background

The strategic redirection comprises increased expansion towards Eastern Europe. This will affect the corporate structure, corporate processes and the approach to successful leadership.



### **Objectives of organizational development**

Changed leadership culture with significantly increased elements of delegation, trust in employees and employee development. Paradigm shift in organizational control.

### **Success-critical key points:**

- + Following a successful start, the strategic redirection is overtaken by the financial crisis
- + Strategic options are reassessed and result in radical organizational change
- + Processes and structures are reorganized in current operations (and projects)
- + Process One provides support in focusing on the achievement of objectives (changed organization)
- + A competence-driven organization is transformed into a process-oriented organization